

ELEMENTS OF LABOR LEGISLATION**SÂMBOTIN L., GAVRILESCU V.**

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ABSTRACT - Elements of Labor Legislation

In Romania, employment report is carried out in terms of legislation, under collective labor contract, regulated by Law no. 130/1996, and the labor code, adopted in December 2003. Collective bargaining and labor is a dialogue between social-economic interests opposed to the arguments that face on the employment relationship, aiming at achieving the balance of forces at a time, dialogue is recorded in terms of a collective work. The collective labor agreement is concluded between the employer or employers' organization on one hand, and employees represented by unions or otherwise provided by law, on the other hand, to establish provisions on working conditions, salaries, and other rights and obligations arising from the employment (Law nr. 130/1996, art. 1). The effects of the conclusion of collective agreements is to promote fair labor relations, capable to ensure social protection of workers, prevent or limit collective labor conflicts or avoid triggering strikes.

Keywords: employer, agreements, organization, conflicts